

International Labour Conference

NINETEENTH SESSION

GENEVA, 1935

REDUCTION OF HOURS OF WORK

with special reference to:

- (a) Public Works undertaken or subsidised by Governments;
- (b) Iron and Steel; (c) Building and Contracting;
- (d) Glass Bottle Manufacture; (e) Coal Mines

Item VI on the Agenda

**Vol. VI: Principal Statutory Provisions limiting
Hours of Work in Industry**

GENEVA
INTERNATIONAL LABOUR OFFICE

1935

INTERNATIONAL LABOUR OFFICE

GENEVA, SWITZERLAND

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Item VI on the Agenda

**Vol. VI: Principal Statutory Provisions limiting
Hours of Work in Industry**

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PRINCIPAL STATUTORY PROVISIONS LIMITING HOURS OF WORK IN INDUSTRY

Each of the preceding volumes of this Report on the Reduction of Hours of Work includes information on the legislation relating specially to the industry in question, as well as on the relevant provisions of codes, arbitration awards, collective regulations, collective agreements, etc

The regulations applying to all industries alike which are laid down by general enactments are summarised in the tables in the present volume, as it would have involved needless repetition if an account of them had been given in the volumes relating to each industry.

In view of the large number of laws in operation, it was necessary to present the subject matter in as simple a form as possible and for this reason the various legislative provisions have been set out in tables

The first table shows for each country the scope of application of the law as defined in each enactment, the normal limits of hours of work per week and, wherever indicated, the special provisions concerning a different distribution of working hours, the hours of work in continuous processes carried on over the seven days of the week, and the possibilities of making up lost time in certain specified circumstances

The other tables show the various exceptions allowed to the normal limits, the nature of the exception, its duration and the increased rate of remuneration prescribed for such overtime

In view of the diversity of the exceptions allowed these have been grouped under two main headings. 1. Exceptions for unspecified reasons, 2. Exceptions for specified reasons. The latter group falls into two subdivisions, viz (a) permanent exceptions, i.e. those almost invariably allowed for preparatory or complementary work which must necessarily be performed outside the normal working hours of the undertaking, or for certain categories of

employees whose work is essentially intermittent, and finally, the special systems allowed in certain countries in respect of seasonal industries; (b) temporary exceptions provided in order to meet the following special requirements. accidents, actual or threatened, urgent repairs to be done to machinery or plant, to prevent the deterioration of perishable raw materials; technical reasons, cases of *force majeure*; to avoid serious interference with the work of the undertaking, general economic reasons; exceptional pressure of work and, finally, for reasons connected with the public or national interest

As the terminology employed varies from one country to another, an exception explicitly mentioned in one law may be covered by a more general term in another. The only means of comparing the various possibilities of exception was therefore to enumerate them country by country. To facilitate this comparison the detailed tables on exceptions are preceded by a general survey (p. 29).

In some countries, for example in Great Britain (women and young persons) and in Italy, the statutory limitation of working hours is no longer representative of present conditions. It has therefore been considered necessary to give, in the notes to the table, some indication of the system of regulation of hours of work actually in operation in these countries.

PROVISIONS CONCERNING NORMAL HOURS
OF WORK

Table I. — Provisions concerning

Country and date of legislation ¹	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
ARGENTINA A. 12 9 29 (L S, Arg 1) D 11 3 30 (L S, Arg 1)	Persons employed on account of another in any public or private undertaking, even if not carried on for profit	Persons employed in agriculture, stock-raising and domestic work, undertakings in which only members of the family of the head, owner, occupier, manager, director or principal person in charge of the undertaking are employed
AUSTRALIA New South Wales A. 2 12 32 (L S, Austral 5) Queensland A. 6 1 33 (L S, Austral 1) Tasmania A. 13 1 11 (B B, 1913, p 395) Western Australia A. 31 12 20 South Australia A. 9 12 20 (L S, 1926, Austral 1, App A) Victoria A. 12 2 29 (L S, Austral 13)	Including industry Including industry Factories, including handicrafts, in which 4 or more persons, including the occupier, are employed Factories, including handicrafts, in which at least 4 persons are employed Factories (women and young persons) Factories occupying 4 persons or more (women and young persons)	— — Persons employed in agriculture, mines, and in the building industry Persons employed in agriculture, mines and in the building industry — —
AUSTRIA A. 17 12 19 (L S, 1920, Aus 12-15) A 16 5 33 (L S, Aus 5)	Wage-earning and salaried employees in undertakings subject to the provisions of the Industrial Code	Employees holding positions of supervision or management or employed in a confidential capacity
BELGIUM A 14 6 21 (L S, Bel 1)	Mines, quarries, industries in which goods are manufactured or transformed, building, public works, private works executed by civil engineers (<i>génie civil</i>), gas and waterworks, generation, transformation and transmission of electricity and motive power, ship-building, etc., transport by land, loading, unloading and handling of goods at ports, quays, warehouses and stations, dairies and cheese factories	Undertakings in which only the members of a family are employed, provided that such undertakings have not been classified as dangerous, unhealthy and noxious and that steam boilers or mechanical power are not used
BRAZIL D 4 5 32 (L S, Braz 3)	Workers occupied in industrial undertakings of any kind	Persons who perform technical work of a specialised character or who hold positions of management, supervision, inspection or trust, persons belonging to one and the same family engaged in manual work
BULGARIA R D 24 6 19 A 25 6 32	Industrial undertakings, handicrafts, transport, building	Undertakings in which only members of the family of the occupier are engaged in home work unless such work has been classified as dangerous and unhealthy

¹ In these tables and those that follow, the following abbreviations have been used A for Act, D for Decree, R D for Royal Decree, L D for Legislative Decree, O for Order, N for Notification,

Normal Hours of Work

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making up of lost time
per day	per week			
8	48	Over a fortnight by agreement	48 in 2 weeks	—
Dangerous and unhealthy industries				
8	48			
8	44 (a)		—	—
8	44		—	—
8	48		—	—
8 1/2	45	Different arrangement of daily hours permitted subject to maximum of 10 a day	—	—
10	48	—	—	—
10	48	—	—	—
8	—	Over the week by collective agreement	56 in 3 weeks	Time lost owing to public holidays and festivals during the two weeks immediately preceding or following the holiday. Maximum daily hours of work 10
8	48	Averaged over 3 weeks, if work is organised in successive shifts. Equivalent limitation over a period longer than a week for (1) seasonal industries, (2) undertakings where the sole motive force employed is the wind (3) undertakings where the sole motive force employed is water, (4) in undertakings where the normal limits are inapplicable	56 in 3 weeks (b)	—
8	48 (c)	Possibility of a different distribution subject to a daily maximum of 10 hours	—	—
8 1/2 (dangerous and unhealthy industries)	48	—	The duration of the night shift must not exceed 6 hours	—

Table I. — Provisions concerning

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
CANADA (d) Alberta A 8 4 '26 (L S, Can 1)	Factories and workshops	Mechanics, artisans or labourers working only in repairing either the machinery in or in any part of the undertakings covered by the Act, or any person temporarily engaged in such repairing Creameries, cheese factories, grain elevators and saw-mills in cities or towns with less than 5,000 inhabitants
British Columbia A 29 3 34 (L S, Can 8)	Wage-earning and salaried employees occupied in industrial undertakings	Persons holding positions of management, supervision or trust
Quebec A. 20 4 34 (L S, Can 4)	Women and young persons in manufactories, works, workshops, workyards, mills of all kinds and their dependencies	Persons occupied in domestic workshops, provided such undertakings have not been classed as dangerous, unhealthy or inconvenient, or that the work is not done by means of steam boilers or other motors
Ontario A 29 3 32 (L S, Can 3)	Factories (women and young persons)	—
Saskatchewan Ch 220 of Revised Statutes, 1930	Factories (women and young persons)	—
Manitoba Ch 70 of Revised Statutes, 1913, as amended, 1924	Factories (women and young persons)	—
New Brunswick A 24 4 20	Factories (women and young persons)	—
CHILE L D 13 5 31 (L S, Chile 4) A 8 2 34 (L S, Chile 1)	Workers occupied in industrial undertakings Employees in industrial undertakings	Persons holding positions of supervision, management or trust, such as stewards, foremen, hall porters, etc —
CHINA (e) A 30 12 29 (L S, Chin 2) A 30 12 32 (L S, Chin 3)	Factories occupying normally 30 workers or more	—
COLOMBIA D 26 4 34 (L S, Col 1)	Wage-earning and salaried employees in mines, industrial undertakings (factories and workshops), construction, transport	Persons holding positions of supervision, management or trust Agricultural and domestic workers
COSTA RICA D 16 8 20 (L S, C R 1)	Workers in factories, workshops and similar undertakings	—
CUBA D 19 9 33, D 19 10 33, D 2 12 33 (L S, Cub 4)	Wage-earning and salaried employees in factories, workshops, building yards of any kind, mines, and transport undertakings	Persons employed in agriculture, stock raising, personal domestic service, taxi and cab drivers

Normal Hours of Work (continued)

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making up of lost time
per day	per week			
9	54	—	—	—
8	48	By agreement where normal limits are recognised as inapplicable, provided the average number of hours of work per week over the period covered by the agreement does not exceed 48	—	Possibility of making up hours lost on certain working days within the week. Maximum daily limit 9 hours
10	55		—	
10	60		—	
—	48		—	
9	54		—	
10	60	—	—	—
8	48	—	—	Possibility of making up time lost certain days on the other days of the same week. Maximum daily limit 9 hours
—	48	—	—	
8	—	—	—	—
8	48	3 weeks for shift workers	56 a week.	Possibility of making up time lost certain days on the other days of the same week. Maximum daily limit 9 hours
8	—	—	—	—
8	48	The daily limit may be extended subject to the observance of the 48-hour week	8 per shift 208 per month in public services where continuous work is necessary	—

Table I. — Provisions concernin N

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
CZECHOSLOVAKIA A 19 12 18 (f) (B B , 1919, p 26)	Wage-earning and salaried employees in undertakings subject to the Industrial Code or carried on as factories and in all undertakings, works and institutions carried on by the State, by public or private associations, funds, societies and companies of a profit-making, public utility or charitable nature, mines, in agriculture and forestry for such persons as live outside the household of the employer and receive daily, weekly or monthly wages	Persons engaged in home work, unless it is in continuation of work done at a workplace
DENMARK A 12 2 19 (B B , 1919, p 40)	Workers occupied in continuous processes	—
ECUADOR A 6 10 28 (L S , Ec 2)	Wage-earning and salaried employees in industrial undertakings	Persons engaged in domestic service and homework, persons in positions of trust, management or supervision
ESTONIA A 10 7 31 (L S , Est 5)	Wage-earning and salaried employees occupied in mines, quarries and other works for the extraction of minerals from the earth, industrial undertakings of any kind including transport undertakings	The employer and his dependants, directors, managers, persons responsible for managing or supervising work, homeworkers and persons employed on work of an irregular character, watchmen, members of fire brigades and doorkeepers
FINLAND A 27 11 17, A 14 8 18 (B B , 1918, p 36)	Wage-earning and salaried employees in industry	Members of the family of the occupier of the undertaking
FRANCE A 23 4 19 (B B , 1919, p 48)	Wage-earning and salaried employees in industrial and commercial undertakings or in their dependencies, whatever their nature, whether public or private, secular or religious, even where they serve the purposes of trade instruction or are of a philanthropic nature	—

Normal Hours of Work (*continued*)

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making up of lost time
per day	per week			
8	48	4 weeks in certain industries	48 hours Work in excess of this figure for relief of shifts paid for at overtime rates	—
—	—	—	8 hours per shift 160 hours in 3 consecutive weeks	—
8	48	—	—	In the case of a general stoppage of work due to accidental or unforeseen causes, <i>force majeure</i> , etc., if the employer has paid wages or salaries in advance or continues to pay them during the stoppage Maximum of 3 hours a day
8	48	—	56 hours (168 hours in 3 consecutive weeks)	In agreement with the employees if a general stoppage of work occurs in an undertaking or in a department thereof for unforeseen reasons beyond the control of the management (deterioration of raw materials, damage to the power plant, effects of the weather) Maximum of 1 hour a day
8	96 a fortnight	—	56 hours (168 hours in 3 consecutive weeks)	—
8	48	Possibility of distribution over a period other than a week	48 to 56	In case of a general stoppage of work due to accident, <i>force majeure</i> , statutory and local public holidays, etc <i>This facility has been suspended in a number of industries in respect of statutory and local public holidays In most cases an overtime credit has been allowed subject to certain restrictions</i>

Table I. — Provisions concerning

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
GERMANY O. 25.7.34 (L.S., Ger. 13).	(c) Workers in industrial and transport undertakings (excluding maritime and aerial transport), mines, and in industrial undertakings subsidiary to agriculture; (b) office and technical employees in establishments and administrative offices of any kind even if they are not carried on for profit.	(c) General managers and officially recognised representatives of an undertaking; employees holding positions of management (with at least 20 employees or 50 workers under their orders) or whose annual salary exceeds the maximum prescribed for obligatory insurance; (b) employees in agriculture and forestry and in industrial undertakings subsidiary thereto
GREAT BRITAIN (K)	—	—
GREECE D. 27.6.32 (L.S., Gr. 2)	Wage-earning and salaried employees in industrial undertakings.	—
GUATEMALA A. 31.1.35 (L.S., Gua. 1)	Wage-earning and salaried employees in industrial and commercial undertakings.	—
INDIA A. 5.1.34 (L.S., Ind. 5).	Workers in factories occupying 50 workers or more.	—
ITALY (B) L.D. 18.6.30 (L.S., It. 1). D. 9.6.32 (L.S., It. 7).	Wage-earning and salaried employees in industrial and commercial undertakings of all kinds including establishments for technical education and those of a philanthropic character; in offices, on public works, in hospitals and in all places where work is performed for a salary or wages on account of another or under the direct control of another.	Persons engaged in domestic work, the managing staff of undertakings, and commercial travellers.
JAPAN A. 12.1.33 (L.S., Jap. 1).	Women and children in factories occupying 10 workers or more.	—
LATVIA A. 2.2.32 (L.S., Lat. 1).	Workers in all private, municipal, public and State undertakings and establishments.	Agricultural workers, persons employed on board vessels, domestic workers, persons employed in hospitals and in communication services. Persons responsible for the direction or supervision of work or holding positions of trust.

Normal Hours of Work (continued)

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making up of lost time
per day	per week			
8 (g)	—	—	—	Hours lost on certain days of the week may be made up within the fortnight subject to a daily maximum of 10 working hours
—	—	—	—	—
8	48	3 weeks in the case of shift work.	56	Hours of work lost due to <i>force majeure</i> , unforeseen causes, statutory or local holidays, effects of the weather subject to a daily maximum of 10 working hours
8	48	Possibility of distribution over a period other than a week.	—	—
10 Seasonal Industries 11	54 60	—	56	—
8	48	Distribution over a period longer than a week in certain cases, provided the average duration of work during a specified period shall not exceed the limits fixed by Royal Decree.	56 for one week in a period of 3 weeks with an average of 48 a week.	In the event of stoppages of work due to unforeseen causes beyond the control of the worker or employer, or due to <i>force majeure</i> and to interruptions of the normal time table agreed upon between employers and employees Prolongation not to exceed 1 hour a day.
11 hours per day including a rest period of 1 hour	—	—	—	—
8 (6 on Saturdays)	—	—	No worker may be employed on night work for more than 48 hours in any period of 3 weeks.	—

Table I — Provisions concerning

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
LITHUANIA A. 30 11 19 (L S., 1920, Lith 2) A. 24 31 (L S., Lith 2)	Workers in factories and other workplaces	Persons occupied in agriculture and forestry, in which hours of work are regulated by special Orders, and in those departments of transport undertakings in which workers are sent out to work (railways, steamers, boats)
LUXEMBURG O. 30 3 32 (L S., Lux. 1) O. 6 1 33 (L S., Lux. 1)	Wage-earning and salaried employees in any public or private industrial undertaking or in any branch thereof	Persons holding positions of supervision or management and persons employed in a confidential capacity. Undertakings in which only members of the same family are employed. Agricultural and commercial undertakings
MEXICO A. 18 8 31 (L S., Mex. 1)	Wage-earning and salaried employees in industrial establishments	Persons engaged in domestic service with the exception of those employed in hotels, inns, hospitals and other similar commercial undertakings
NETHERLANDS D. 17 9 30 (L S., Neth. 2) D. 16 10 26 (L S., Neth. 2)	Workers in industrial undertakings	Workers occupied in agriculture, horticulture, forestry or cattle-keeping, in mines, the head or manager of an undertaking and his wife
NEW ZEALAND A. 6 2 22 (Public Acts of New Zealand, 1908-1931, Vol. 2, p. 197)	Factories	—
NORWAY A. 11 7 19 (B B., 1919, p. 182)	Workers in industrial undertakings, including handicrafts where at least 5 persons are regularly employed	Workers in undertakings which on account of the short duration or limited nature of the operations cannot be brought under organised management
POLAND N. 25 10 33 (L S., Pol. 1)	Wage-earning and salaried employees in industrial and commercial undertakings, mines, communication and transport undertakings and other industrial undertakings of whatever kind, whether public or private.	—
PORTUGAL L. D. 24 5 34 (L S., Port 5)	Wage-earning and salaried employees in industrial and commercial undertakings, including municipal transport undertakings	Members of the family of the occupier in small undertakings of a distinctly family character. Persons holding positions of management, supervision or trust

Normal Hours of Work (continued)

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making up of lost time
per day	per week			
8	48	—	—	In cases of temporary necessity in any department of an undertaking because the work therein has been interrupted or completely stopped owing to unforeseen circumstances thereby hindering the work in other departments of the undertaking
8	48	3 weeks in the case of shift work, and over a longer period in exceptional cases where it is recognised that the normal limits are inapplicable, subject to agreement between employers' and workers' organisations concerned	56	—
8	48	Over a longer period by agreement	—	—
8½	48	3 weeks in the case of shift work. By agreement between employers and workers' organisations, distribution over the year, subject to a maximum of 11 hours a day, 62 hours a week and 2,500 hours a year for adult men.	According to the nature of the work performed 48 hours (144 hours in 3 consecutive weeks or 192 hours in 4 consecutive weeks), 52 hours (156 hours in 3 consecutive weeks), or 56 hours (168 hours in 3 consecutive weeks)	—
8¾ Women and young persons	48 45	—	—	—
8½	48	Period of 4 weeks for loading and unloading operations	48	—
8	48	Different distribution allowed by collective agreement In industries in which work depends upon the seasons or on atmospheric conditions hours of work may be regulated in such a way that a reduction of working hours during certain periods may be followed by an extension of working hours during other periods, provided that the average hours of work calculated over a specified number of weeks shall not exceed 48 a week and 10 hours a day	56	Time lost in any week may be made up during the following three weeks. Maximum daily working hours 9; 192 over a period of 4 weeks
8	—	—	8 per shift	—

Table I. — Provisions concerning

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
RUMANIA A. 9 4 28 (L S, Rum 1) R. 30 1 29 (L S, Rum 1) R. D. 10 10 32, R. D. 19 12 32 (L S, Rum 6)	Workers in industrial undertakings of every kind and in the branches, sections, departments or dependencies thereof, including transport undertakings	Undertakings in which only members of the same family are employed, seamen and boatmen employed in transport by sea or on inland waterways, homeworkers, persons holding positions of management, supervision or trust
SALVADOR A. 13 6 28 (L S, Sal 1)	Wage-earning and salaried employees in industrial and commercial undertakings, including railways, tramways and other transport undertakings	—
SOUTH AFRICA A. 5 6 31 (L S, S A 2)	Factories	—
SPAIN D. 1 7 31 (L S, Sp 9)	Wage-earning and salaried employees in industrial undertakings, occupations and paid work of all kinds carried on under the direction or supervision of another on account of the State, a province or a municipality, either directly or under a concession or contract, or on account of a private undertaking	Directors, managers and other high officials, domestic servants, porters of private houses and all persons who perform similar duties and who live in the building under their care, field watchers and other persons engaged in similar work of an occasional nature and of short duration
SWEDEN A. 16 5 30 (L S, Swe 1)	Workers occupied in undertakings whether industrial or not, including building of houses, road construction, hydraulic engineering, drainage and any other similar special undertaking, occupying ordinarily more than 4 workers	Homeworkers, workers employed on work of so irregular a nature that it cannot be brought within fixed hours, forestry, including charcoal burning, timber-floating, agriculture, gardening, care of animals, turf cutting, traffic staff of railways, doorkeepers. Members of the employer's family, foremen and other persons employed in a position of authority
SWITZERLAND (G) A. 27 6 19 (B. B., 1919, p. 205) O. 3 10 19 (B. B., 1919, p. 215) D. 7 9 23 (L S, Switz 3)	Workers occupied in industrial undertakings in which 6 or more workers are employed with the use of mechanical power, or in which mechanical power is not used, but in which 6 or more workers, including at least one young person, are employed, or in which mechanical power is not used and young persons are not employed, but 11 or more adult workers are occupied, or in which fewer workers than those specified above are employed, but in which there is special danger to the life or health of the workers or which are unmistakably of the nature of factories as regards the manner in which their work is carried on	Workers employed exclusively in their homes, persons employed exclusively in cleaning operations outside the working hours of the factory, persons to whom the owner has assigned an important function in the conduct of the undertaking or an agency outside the premises, staff of the commercial and technical offices

Normal Hours of Work (continued)

No. of employees	Distribution over a specified period	Average weekly working hours in continuous process	Making up of lost time
14	3 weeks in the case of shift work or any other period if the limits are deemed to be inapplicable	—	—
—	—	—	—
8	Over period other than a week	—	—
—	Distribution over the week by agreement between employer and workers. Maximum daily limit 9 hours	—	Time lost due to suspension of work on festivals other than Sunday. Maximum weekly limit 50 hrs. Time lost for reasons beyond the employer's control, force majeure, etc. 1 hour a day. Any time worked in excess of 52 hours a week to be paid for as overtime
8	48 May be authorised by Labour Council provided the average over a specified period shall not exceed 48 hours a week	Prolongation of hours allowed by authorisation of Labour Council	Possibility of making up lost time due to a stoppage of work
—	48	56	Time lost on holidays which are not treated as Sundays, or on local festivals or on working days falling between a Sunday and a holiday, may be made up on other days of the same week or the preceding or following week, subject to the consent of the workers concerned

Table I. — Provisions concerning

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
SWITZERLAND (j) (cont) Basle-Town A. 8 4 20 (L S, Switz 2-3) A. 3 7 30 (L S, Switz. 9)	<p>Workers in any kind of employment, whether public or private, including domestic service and home work</p> <p>Employees, assistants, workers, apprentices, probationers and voluntary workers of all kinds in private undertakings and institutions</p> <p>Drivers of motor lorries</p> <p>Caretakers in public and private buildings, drivers of taxi-cabs and cabs, messengers, homeworkers, employees in hotels and restaurants</p> <p>All undertakings not covered by the Federal Factory Act, or the Federal Act respecting hours of work on railways, etc., employing at least one wage-earning or salaried employee or apprentice</p>	<p>Employments in which hours of work are regulated by Federal laws Directors and heads of departments of public administrations, institutions and undertakings Persons engaged in the management of joint-stock companies, societies and clubs (members of the administrative body or board of management and directors), agents and authorised representatives who actually manage undertakings or take part in the management thereof, certain non-industrial professions</p>
Glarus A. 6 5 23 (L S, Switz. 4)		<p>Agriculture, carting and motor transport</p>
URUGUAY A. 17 11 15 (B.B., 1916, p 29)	<p>Workers in factories, workshops, dockyards, quarries, works of construction, earthworks, on work at ports, or on riversides and rivers, employees or assistants occupied in industrial and commercial establishments, drivers, guards and other persons employed on railways and tramways riverside carriers and, in general, all persons engaged in work of the same kind as that of the workers and employees designated above</p>	—
UNITED STATES OF AMERICA (k) A. 16 6 33 (L S, U.S.A.2)	<p>Codes adopted in pursuance of the National Industrial Recovery Act Limit generally fixed -</p>	
U S S R. (l) O 2 1 29, O 22.2.29 (L S, Russ 3)	<p>All productive undertakings in industry, transport, communications and communal economic activities, whether State, public or private</p>	—

Normal Hours of Work (continued)

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making up of lost time
per day	per week			
—	—	—	—	—
8½	48	Within the limits of a 48 hour week daily hours of work may be extended to 9½ hours in the building industry	—	—
9½	51		—	—
10	50		—	—
10	55	—	—	—
5	48	—	—	—
—	40	—	—	—
7	—	—	7 per shift (In continuous industries in which for technical reasons the introduction of a single daily 7-hour shift is impossible, a different arrangement of work may be introduced by agreement, subject to the consent of the labour authority and provided the average duration of the normal daily hours of work shall not exceed 7 hours)	—

Table I. — Provisions concerning

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
VENEZUELA A. 23.7.23 (L.S., Ven. 2).	Undertakings, businesses, and establishments of any kind, whether public or private such as: industrial, mining, agricultural and stock-raising undertakings and commercial establishments.	—
YUGOSLAVIA A. 23.2.22 (L.S., S.G.S. 1). O. 13.4.23 (L.S., S.G.S. 1).	All undertakings carrying on handicrafts, industry, commerce, transport, mining and similar activities whether private or public, permanent or temporary whether they are principal undertakings or subsidiary businesses carried on in connection with other undertakings or whether they are carried on as entirely independent undertakings or form parts of undertakings in agriculture or forestry.	Undertakings in which only members of one and the same family are employed. Persons to whom duties of a relatively high grade are entrusted (managers, bookkeepers, cashiers, engineers etc.).

Normal Hours of Work (continued)

Normal hours of work	Distribution over a different period	Average weekly working hours in continuous process	Making up of lost time
<p>1 - 16</p> <p>2 - 16</p>	<p>---</p>	<p>---</p>	<p>---</p>
<p>Handicapped workers line to their classification</p> <p>1 - 15</p> <p>2 - 15</p> <p>3 - 15</p> <p>4 - 15</p> <p>5 - 15</p> <p>6 - 15</p> <p>7 - 15</p> <p>8 - 15</p> <p>9 - 15</p> <p>10 - 15</p> <p>11 - 15</p> <p>12 - 15</p> <p>13 - 15</p> <p>14 - 15</p> <p>15 - 15</p> <p>16 - 15</p> <p>17 - 15</p> <p>18 - 15</p> <p>19 - 15</p> <p>20 - 15</p> <p>21 - 15</p> <p>22 - 15</p> <p>23 - 15</p> <p>24 - 15</p> <p>25 - 15</p> <p>26 - 15</p> <p>27 - 15</p> <p>28 - 15</p> <p>29 - 15</p> <p>30 - 15</p> <p>31 - 15</p> <p>32 - 15</p> <p>33 - 15</p> <p>34 - 15</p> <p>35 - 15</p> <p>36 - 15</p> <p>37 - 15</p> <p>38 - 15</p> <p>39 - 15</p> <p>40 - 15</p> <p>41 - 15</p> <p>42 - 15</p> <p>43 - 15</p> <p>44 - 15</p> <p>45 - 15</p> <p>46 - 15</p> <p>47 - 15</p> <p>48 - 15</p> <p>49 - 15</p> <p>50 - 15</p> <p>51 - 15</p> <p>52 - 15</p> <p>53 - 15</p> <p>54 - 15</p> <p>55 - 15</p> <p>56 - 15</p> <p>57 - 15</p> <p>58 - 15</p> <p>59 - 15</p> <p>60 - 15</p>	<p>Distribution over a longer period in the case of shift work provided the hours of work average over a period of 3 weeks or less and not exceed the normal weekly limit</p>	<p>Possibility of promotion Maximum of 16 hours a week Hours in excess of 45 paid for at overtime rates</p>	<p>---</p>

NOTES TO TABLE I

(a) In *New South Wales* it is the duty of the Industrial Commission to fix the standard working week under the Industrial Arbitration (Amendment) Act, 1932. This Commission intimated in June 1933 that it was in favour of the 44-hour week and that it proposed to make a declaration to that effect at a later date. The 44-hour week is at present in operation in New South Wales.

(b) In *Belgium* a compensatory rest period of not less than 26 full days per year must be given. The King may authorise the average to be calculated on some basis other than three weeks.

(c) In *Brazil* the 48 hours may be distributed in a different way provided that the daily hours of work do not exceed 10.

Normal hours of work may be increased to 10 per day and 60 per week if the employers and workers have so agreed, or if this is stipulated by collective agreements, subject to increased rates of pay, but this does not apply to unhealthy industries or underground work, where hours of work may not exceed 8 per day.

(d) In *Canada*, following on the approval on 8 February 1935 by the Canadian House of Commons of the Hours of Work (Industry) Convention 1919, the Prime Minister introduced on 22 February 1935 a Bill to give effect to this Convention.

(e) In *China* on 30 December 1929, the Legislative Assembly adopted a Factory Act which was promulgated by the National Government and amended on 30 December 1932. Section 8 of the Act limits the normal daily hours of work of adult workers to 8, but lays down that hours of work may be raised to 10 when this is necessary to meet special local conditions, or on account of the nature of the work. Further, in case of *force majeure*, hours of work may be prolonged, provided that they do not exceed 12 per day, and that the amount of additional work done does not exceed 46 hours per month.

(f) In *Czechoslovakia* an agreement of principle, which, like the measures adopted in the United States of America and Italy, aims at restoring the unemployed to employment, was signed on 22 June 1934 by the Czechoslovak Employers' Federation and the following workers' organisations: the Czechoslovak Federation of Trade Unions, the Czechoslovak Federation of Labour, the Federation of German Trade Unions in Czechoslovakia and the General Council of Christian Trade Unions.

It was agreed that a maximum week of 40 or 42 hours should be worked so far as economically and technically possible, that a 32-hour week should be the minimum and that new workers should be engaged. Special arrangements were to be made for continuous process undertakings and undertakings in which work is organised in shifts. Hourly wage rates were not to be altered, so that weekly earnings would fall in accordance with the reduction in hours. Overtime should be limited to what was strictly necessary.

The agreement stipulated that the signatory organisations should take concerted action with regard to the engagement of additional labour, and negotiations with this object in view were entered into between the employers' and workers' representatives in the following industries: food

trades, printing and bookbinding, wood, brewing, metal industry, textile industry, transport, glassworks. No final agreement was, however, reached at the time, as the workers were opposed to any reduction in their weekly earnings.

Since then the employers' and workers' organisations in the glass-bottle, brewing, leaven, artificial silk and distilling industries concluded, under the auspices of the Government, agreements instituting the 40-42 hour week and regulating the application of the provisions relating to night work and to weekly rest.

Moreover, the Minister of Labour has prepared a draft Bill for the introduction of the 40-hour week in factories and in the building industry in undertakings occupying at least ten workers.

(g) In *Germany*, the Order of 26 July 1934 concerning hours of work allows hours to be prolonged beyond the normal limit by means of collective rules, provided that the daily maximum of 10 hours is not exceeded.

(h) In *Great Britain*, the hours of work of adult males are not limited by law except in the mining industry and certain dangerous or unhealthy industries or processes. Hours of work of women and young persons are regulated by the Factory and Workshop Acts of 1901 and 1907, and by the Employment of Women, Young Persons and Children Act of 1920, and in mines by mining legislation.

Since 1919, the system of collective agreements has developed so much that such agreements have practically replaced the provisions of the Factory and Workshop Acts relating to hours of work. Nearly all the agreements prescribe a normal working week of not more than 48 hours. In a letter which the Secretary to the Ministry of Labour addressed to the Secretary of the Cabinet as early as 22 July 1921, it was shown that the collective agreements and the Coal Mines Acts laid down a normal working week of not more than 48 hours and covered 10 to 12 million workers in the United Kingdom, i.e. about 70 to 80 per cent of the total employed population, and practically all those persons employed in industrial undertakings, including engineering, ship-building, mines, railways, docks, the textile industry and the building industry. Moreover, a week of about 48 hours is normally worked in many cases not covered by actual agreements. In these circumstances it has not been thought necessary in table II to deal with the special exceptions as to the maximum legal hours for women and young persons as to which there are various detailed provisions in the Factory and Workshop Acts.

(i) In *Italy*, an agreement with a view to reabsorbing unemployed workers in industry was signed on 11 October 1934 between the National Fascist Confederation of Industrial Workers and the National Fascist Confederation of Manufacturers. The agreement aims at reducing hours of work to a maximum of 40 in the week, with wages in proportion to the shorter hours, but supplemented by family allowances for workers who are fathers of large families. It is intended also to abolish overtime, to restrict the employment of women and young persons in favour of men, and to abolish the employment of persons in receipt of pensions. The text of the preamble to the agreement is as follows:

"The Fascist Confederation of Industrial Workers and the Fascist Confederation of Manufacturers are concerned with the unhappy economic, social and political consequences of unemployment, which, though less serious in Italy than elsewhere, nevertheless call for close attention on the part of the employers' and the workers' organisations.

"The signatories are convinced that the revival and development of productive activity will provide means of securing opportunities of employment and earning for the workers at present unemployed and for the increasing population of Italy.

"But they are likewise convinced of the necessity of adopting special measures to meet the present position so far as possible by distributing the present openings for employment among a larger number of workers

"They have therefore agreed upon the following measures, which presuppose the existence of an unattached labour force possessing the necessary qualifications, while the measures relating to reduction of hours of work and overtime also presume the existence of an adequate number of workers qualified for the different jobs available in each undertaking

"As soon as the national federations have taken the measures which fall within their scope, these proposals will gradually but rapidly be put into effect"

The provisions of the agreement which relate to hours of work are as follows

"*Article 1* — Undertakings which are at present working more than 40 hours in the week must reduce their weekly hours to that limit for specified classes of workers, as indicated below, to carry out this proposal they may have recourse to whatever system of organisation of work they consider most suitable

"The national federations will determine for the different branches of industry the classes of workers for which it is possible from the technical and economic points of view to reduce hours of work in order to attain the objects laid down in the preamble

"The national federations will also decide the period over which average weekly hours of work are to be calculated

"In cases where workers belonging to classes for which shorter hours have been fixed are working in excess of these hours, the contribution from employers and workers indicated below will be paid into the Family Allowance Fund

"The regulations contained in the present and the two following sections will be adopted for a trial period terminating on 16 April 1935

"*Article 4* — Overtime is regarded as abolished. Manufacturers may, however, require overtime to be worked, apart from the cases mentioned in section 11 of the Royal Legislative Decree of 15 March 1923, No. 692¹, in exceptional circumstances arising out of the special character of each industry, provided that the overtime is not continuous or periodical, but arises out of the necessity of meeting urgent orders, carrying out certain extra work, etc

"In cases where overtime is worked, the employer must notify the local employers' organisation concerned within 24 hours from the time when the work is begun. The employers' organisation will immediately notify the corresponding workers' organisation, giving the reasons which have made it impossible to perform the work by engaging additional workers

"Where the organisations recognise that the overtime is not in conformity with the principles of the present agreement, they will take measures to put an end to it. In the event of disagreement the decision of the corporation inspection service will be final"

¹ This section states that "the Minister of Labour and Social Welfare may allow temporary exceptions as regards application of the present Decree to certain industries"

As regards salaried employees in industry, the agreement does not provide for a reduction of hours of work. Overtime is already regarded as being abolished, and will only be authorised in special cases arising out of the peculiar conditions of different services and seasons, and provided that the overtime is not of a continuous nature.

By an agreement concluded on 27 November 1934 between the two national Confederations, the provisions relating to overtime and to industrial salaried employees came into force on 3 December 1934.

As regards the application of the clauses of the agreement relating to the reduction of hours of work, some sixty agreements have been concluded between the national confederations of manufacturers and workers in different branches of industry. These agreements reduce the working week to 40 hours as a general rule (42 hours in continuous processes). The agreements also indicate the operations or workers to be affected by the reduction or to be exempted from the application of this measure, as well as the methods of reduction: the reduction of daily working hours, the introduction of a system of rotation and the period over which the weekly hours of work may be averaged. With regard to certain work carried out in the homes of the workers, employers must see to it that the work given out will not require more than 40 hours' work a week to complete it.

The interconfederal agreement of 11 October 1934 together with the agreements for application in each industry were concluded and applied as an experiment and their validity was limited to the period expiring 16 April 1935. In the meantime, the Fascist Grand Council "having noted the highly satisfactory results obtained by the enforcement of the 40-hour week in respect of the engagement of workers formerly unemployed" decided on 16 February 1935, that "with or without international agreement, the working week of 40 hours shall be placed on a permanent basis and, wherever possible, strictly enforced."

(j) In *Switzerland*, the 48-hour week was established by the Federal Factory Act of 27 June 1919. Under section 41, the Federal Council is authorised to allow a working week of not more than 52 hours in certain industries, when there are imperative reasons for such a measure, and in particular when, as a result of the application of the 48-hour week, an industry might be unable to compete owing to the hours of work in other countries.

(k) In the *United States*, the National Industrial Recovery Act promulgated in June 1933 invited each trade or industry or subdivision thereof to draw up a code of fair competition containing provisions relating to hours of work, minimum wages and other conditions of employment. Section 3 of the Act states that upon application to the President by one or more trade or industrial associations or groups, the President may approve the codes submitted to him. Such approval is, however, not given until a Deputy Administrator appointed by the President has, with the assistance of an Industrial Advisory Board, a Labour Advisory Board and a Consumers' Advisory Board, carried out a public enquiry, during which the persons affected by the proposed code may be heard, including representatives of employers, workers and consumers. When the code has been approved, its provisions become "the standards of fair competition" for the trade, industry, or subdivision in question. If no code has been submitted for any trade, industry, or subdivision, or if the code which has been submitted is not approved, the President may himself prescribe a code which has the same effect as a code proposed by the parties concerned.

In July 1934, some 24 million wage-earners were covered by the National Industrial Recovery Act. Ninety-five per cent of these persons were covered by 500 approved codes.

Most of the codes lay down a working week of 40 hours or even less. (See "Hours of Work Provisions under the National Industrial Recovery Act", *International Labour Review*, Vol. XXIX, No. 1, January 1934, pp. 84-107.)

Prior to 1933 legislative regulation of hours of work comprised declaratory Acts in some States laying down normal hours of work only in the absence of agreement between the parties concerned, legislation confined to special cases (women, minors and persons employed in unhealthy or dangerous occupations, etc), and Acts limiting the hours of work of males in private employment in two States. Workers engaged in railway transport, in the Federal Services or on public works subsidised by the Federal Government had their hours of work regulated by Federal legislation or instructions

(1) In the *U S S R*, the manifesto of 15 October 1927, supplemented by the Order of 2 January 1929, introduced the 7-hour day in principle in industry. According to the nature of the work or the activities of the undertaking the week comprises five or six days. In industrial undertakings working continuously, transport and the municipal services, the week of five days is in force, each worker being entitled to one day's rest after four days' work. For undertakings working in only one or two shifts, and for State departments and institutions, there is a six-day week, consisting of five working days followed by a common rest day. The State departments, however, have to provide a skeleton staff on rest days, and the officials on duty are given another day's rest in exchange

Table II. — Provisions concerning the Exceptions to Normal Hours of Work

GENERAL TABLE OF EXCEPTIONS ¹

Country	Excep- tions for un- specified reasons	Exceptions for specified reasons										
		Permanent exceptions			Temporary exceptions							
		Prepara- tory or comple- mentary work	Intermittent work	Seasonal industries	Accidents, actual or threatened, urgent repairs to machinery or plant	To prevent deterioration of perishable raw materials	Technical reasons	In cases of <i>force majeure</i>	To avoid serious interference with the work of the undertaking	Economic reasons	In cases of exceptional pressure of work	For reasons connected with public or national interest
Argentina	—	×	×	—	×	—	—	×	—	—	×	×
Australia	—	×	×	—	×	—	—	×	—	—	×	×
New South Wales	×	×	×	—	—	—	—	—	—	—	—	—
Queensland	×	×	×	—	—	—	—	—	—	—	—	—
South Australia	×	×	×	—	—	—	—	—	—	—	—	—
Tasmania	×	×	×	—	—	—	—	—	—	—	—	—
Victoria	×	×	×	—	—	—	—	—	—	—	—	—
Western Australia	×	×	×	—	—	—	—	—	—	—	—	—
Austria	—	×	×	×	×	—	—	×	×	—	×	×
Belgium	—	×	×	×	×	×	×	×	×	—	×	×
Brazil	×	×	×	×	×	×	×	×	×	—	×	×
Bulgaria	—	—	—	—	×	—	×	×	—	—	—	—
Canada	—	—	—	—	×	—	×	×	—	—	—	—
Alberta	×	×	×	×	×	—	—	—	—	—	—	—
British Columbia	×	×	×	×	×	—	—	—	—	—	—	—
Quebec	×	×	×	×	×	—	×	×	—	—	—	—
Chile	×	×	×	×	×	—	—	×	—	—	—	—
Colombia	—	×	×	×	×	—	—	×	—	—	—	—
Costa Rica	×	×	×	×	×	—	—	—	—	—	—	—
Czechoslovakia	—	×	×	×	×	—	—	—	—	—	—	—
Denmark (continuous processes)	—	×	×	×	×	—	×	×	—	—	×	×
Ecuador	×	×	×	×	×	—	×	×	—	—	—	—
Estonia	×	×	×	×	×	—	×	×	—	—	—	—
Finland	×	×	×	×	×	—	×	×	—	—	—	—
France	—	×	×	×	×	—	×	×	—	—	—	—
Germany	×	×	×	×	×	—	×	×	—	—	—	—
Greece	—	×	×	×	×	—	×	×	—	—	—	—
Guatemala	—	×	×	×	×	—	×	×	—	—	—	—
India	—	×	×	×	×	—	×	×	—	—	—	—
Italy	—	×	×	×	×	—	×	×	—	—	—	—
Japan	—	×	×	×	×	—	×	×	—	—	—	—
Latvia	×	×	×	×	×	—	×	×	—	—	—	—
Lithuania	×	×	×	×	×	—	×	×	—	—	—	—
Luxembourg	—	×	×	×	×	—	×	×	—	—	—	—
Mexico	—	×	×	×	×	—	×	×	—	—	—	—
Netherlands	—	×	×	×	×	—	×	×	—	—	—	—
New Zealand	—	×	×	×	×	—	×	×	—	—	—	—
Norway	—	×	×	×	×	—	×	×	—	—	—	—
Poland	—	×	×	×	×	—	×	×	—	—	—	—
Portugal	—	×	×	×	×	—	×	×	—	—	—	—
Rumania	—	×	×	×	×	—	×	×	—	—	—	—
Salvador	—	×	×	×	×	—	×	×	—	—	—	—
South Africa	—	×	×	×	×	—	×	×	—	—	—	—
Spain	—	×	×	×	×	—	×	×	—	—	—	—
Sweden	—	×	×	×	×	—	×	×	—	—	—	—
Switzerland	—	×	×	×	×	—	×	×	—	—	—	—
Basle-Town	—	×	×	×	×	—	×	×	—	—	—	—
Canton	—	×	×	×	×	—	×	×	—	—	—	—
Lucerne	—	×	×	×	×	—	×	×	—	—	—	—
Schaffhausen	—	×	×	×	×	—	×	×	—	—	—	—
St. Gallen	—	×	×	×	×	—	×	×	—	—	—	—
Thurgau	—	×	×	×	×	—	×	×	—	—	—	—
Tessin	—	×	×	×	×	—	×	×	—	—	—	—
Valais	—	×	×	×	×	—	×	×	—	—	—	—
Zürich	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (city)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (canton)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (district)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (municipality)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (region)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (suburb)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (town)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (village)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (hamlet)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (farm)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (estate)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (manor)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (castle)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (palace)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (chateau)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (villa)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (house)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (dwelling)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (apartment)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (flat)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (cottage)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (bungalow)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (chalet)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (cabin)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (hut)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (shanty)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (tent)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (kiosk)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stand)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (booth)	—	×	×	×	×	—	×	×	—	—	—	—
Zürich (stall)	—	×										

(1) EXCEPTIONS FOR UNSPECIFIED REASONS

Country and date of legislation	Conditions attached to the granting of the exception	Maximum duration		Increased rate of remuneration
		of the prolongation	of the daily or weekly working hours	
AUSTRALIA New South Wales A 23 12 30 Queensland A 6 1 33 Tasmania A 13 1 11 Western Australia A 7 12 20	By award or agreement	—	—	To be fixed by the Court or the board or by agreement 50 to 100 %
	By award or agreement	—	—	25 %
	Possibility of overtime	—	—	25 % for the first 2 hours, 50 % thereafter and on public holidays
	In exceptional circumstances	2 hours a day on 52 days a year (women and young persons)	—	To be fixed by agree- ment
BRAZIL D 4 5 32	By agreement, collective or other- wise	—	10 hours a day, 60 hours a week	
CANADA Alberta A 8 4 26 Quebec A 20 4 71 (Women and young per- sons)	In individual cases for reasons of occupation or trade	—	—	—
	In order to satisfy the exigencies of industry or commerce	6 weeks	12 hours a day, 65 hours a week	—
CHILE L D 13 5 31	By agreement in undertakings in which the nature of the work does not prejudice the health of the employees and in special cases laid down by the competent labour inspection office	2 hours a day	—	50 %
COSTA RICA D 16 8 20	Possibility of overtime	—	The total daily hours shall not exceed 15, subject to proof that the health of the workers does not suffer thereby.	25 % for the first 3 hours, minimum of 50 % for sub- sequent hours worked

(1) EXCEPTIONS FOR UNDISRUPTED PERSONS (concluded)

Country and date of legislation	Conditions attached to the granting of the exception	Maximum duration		Increased rate of remuneration
		of the prohibition	of the daily or weekly working hours	
NETHERLANDS 17.11.30	If an undertaking is faced with exceptional circumstances	—	11 hours a day; as hours a week,	—
NEW ZEALAND 1.1.33	Possibility of overtime subject to certain restrictions as regards women and young persons	—	—	25 %
POLAND N 25.10.31	In cases of proved urgent necessity	1 hour a day; 120 hours a year	—	25 % for the first 2 hours; 50 % for subsequent hours and overtime at night and on Sundays and public holidays
PORTUGAL L. 11.3.34	In cases of proved necessity if social and economic conditions allow	—	—	50 %
SALVADOR A 13.6.28	In special cases and by agreement between employers and workers,	—	—	Additional remuneration,
SOUTH AFRICA A 8.6.18; A 6.6.31,	By agreement between the parties concerned, subject to certain restric- tions with regard to women and young persons,	—	—	25 %
SPAIN L. 1.7.31	By agreement in order to deal with cases of emergency	50 hours a month, and 120 hours a year,	—	25 %
	In undisturbed cases of special necessity,	50 hours a month, and 240 hours a year,	—	25 %. For time worked in excess of 10 hours a day and for overtime worked at night or on Sunday, 40 %; 60 % for women subject to a maximum of 10 hours work per day,

<p>SWEDEN A 16 5 10.</p>	<p>The Labour Council may authorize an exception if it can be shown by the statements made by one or more workers' associations or in any other way that the great majority of the workers affected regard it as desirable, provided hours of work are not extended unreasonably. In special circumstances</p>	<p>24 hours a month 200 hours a year An additional 100 hours</p>			
<p>SWITZERLAND A 27 6 19 Basle-Town A 8 4 20 Glarus A 6 5 23 as amended by A 5 5 29</p>	<p>In cases of duly proved necessity</p> <p>In exceptional cases without official authorization with official authorization</p> <p>In case of necessity, authorization by Communal Council</p> <p>authorization by Executive Council</p>	<p>2 hours a day, except in urgent cases on 20 days a year</p> <p>1 hour a day, and 26 hours a year</p> <p>2 hours a day and 100 hours a year, 60 hours for women</p> <p>2 hours a week for 1 week a year</p> <p>1 hour a week for 20 weeks a year</p>			20
<p>YUGOSLAVIA A 28 2 22</p>	<p>If the workers in an undertaking agree, decision to be taken by secret ballot subject to 2/3ths of the workers voting in favour</p>	<p>2 hours a day during 3 months a year (renovable) 1 hour a day in mines</p>			20

(2) EXCEPTIONS FOR SPECIFIED REASONS

(a) *Permanent Exceptions*

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
ARGENTINA A 12.9.29 D 11.3.30	Preparatory or complementary work Intermittent work	—	1% to be fixed by regulations after consultation with the organisations concerned	—	50 %
		—	2 hours a day on 62 days a year (women and young persons)	—	100 % on Sundays and public holidays
AUSTRALIA Western Australia A 31.12.20	Preparatory or complementary work Seasonal Industries	Work in connection with getting up steam for machinery, or with making preparations for the work in the factory	—	—	—
		Work in connection with getting up steam for machinery or with making preparations for the work in the factory	—	—	50 %
Tasmania A 1.1.11	Preparatory or complementary work		—	—	25 %
AUSTRIA A 17.12.19 A 16.6.33	Preparatory or complementary work Intermittent work	Additional work to be performed before or after the ordinary work of the undertaking, e.g. cleaning, heating, etc.	1 hour a day	—	25 %
		Porters, night watchmen, fire watchmen, persons employed in watching buildings and premises (cochmen, drivers, chauffeurs and all persons engaged in controlling and attending the means of transport industries subject to seasonal influences. for rural artisans' workshops (with not more than 3 assistants) during ploughing and harvest	16 hours over a period of 2 weeks 60 days a year	—	25 %
	Seasonal Industries		—	10 hours a day 40 hours a week	Hours of work in excess of 54 a week are paid for as overtime.

BELGIUM A 14 0 21	Preparatory or complementary work Intermittent work	Work which must be performed outside the ordinary working hours of the undertaking —	2 hours a day —	— 12 hours a day for persons living at their place of work 10 hours a day for others	25 % for the first two hours; 50 % for subsequent hours 100 % on Sundays Do
CANADA British Columbia A 29 3 34	Preparatory or complementary work Intermittent work Seasonal Industries	—	The exceptions allowed to be fixed by regulations made by the Board of Industrial Relations	—	—
OHLE D 13 5 31	Intermittent work	Night watchmen, railway gangers, etc	—	12 hours a day with a rest period of not less than 1 hour	—
COLOMBIA D 26 4 34	Preparatory or complementary work Intermittent work	Work which must necessarily be carried on outside the limits laid down for the general working of the undertaking —	To be determined by the General Labour Office after consultation with the organisations concerned	— —	25 % 25 %
CZECHOSLOVAKIA A 19 12 18	Preparatory or complementary work Intermittent work	Subsidiary operations necessarily preceding or following ordinary work, such as heating boilers, cleaning premises, handling over work to the next shift when continuous work is necessary Work of supervision and watching In public utility undertakings, subject to agreement approved by the Ministry of Labour, for work not occupying more than 6 hours a day	— —	— 12 hours a day	Additional remuneration Additional remuneration
DENMARK A. 12 2 19 (continuous processes)	Seasonal Industries	In seasonal undertakings, or groups of such undertakings, in which work is continuous during not more than 1/4 months in the year	Fixed by the Minister of the Interior	—	—

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued)

(a) Permanent Exceptions (continued)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
ESTONIA A 10 7 31	Preparatory or complementary work	Work of enginemen, stokers, workers employed in the maintenance of machinery, the supply of water and light and the cleaning of the premises in undertakings, if the general work of the undertaking depends thereon	—	—	50 %
FINLAND A 27 11 17 A 14 8 18	Seasonal industries	If, owing to the season, it is impossible to enforce the Act in practice	Fixed by resolution of the Senate, valid in each case for 1 year at most	—	—
FRANCE 1 A 23 4 19	Preparatory or complementary work	Work which must necessarily be performed outside the ordinary hours of work of the undertaking Watchmen, chauffeurs, caretakers, carters, storemen, the fire brigade, pointsmen, etc	1 to 2 hours a day 1 to 4 hours a day	— —	— —
GERMANY O 26 7 34	Preparatory or complementary work	Cleaning and maintenance work if necessary for the satisfactory working of the undertaking, work on which, for technical reasons, the resumption or maintenance of the working of the undertaking depends, preparatory and complementary work for which it is impossible to substitute other workers in the undertaking for the worker concerned and for which the employer cannot be expected to engage workers outside the establishment	2 hours a day	—	—
	Intermittent work	Work which usually and largely involves mere attendance	—	—	25 %

GREECE D 27 6 32	Preparatory or complementary work	Enginemen	1 hour a day	—	25 %
GUATEMALA D 30 4 26	Preparatory or complementary work Intermittent work	Work which must necessarily be carried on outside the normal hours of work of the undertaking —	To be fixed by regulations issued by the Ministry of Development in consultation with the National Labour Department, which shall in turn procure the opinion of the parties concerned	— —	— —
INDIA A 20 8 34	Preparatory or complementary work Intermittent work	— —	To be fixed by regulations made by the Local Government	— —	— —
ITALY A 15 3 23	Preparatory or complementary work Intermittent work Seasonal Industries	Work which must be performed outside the ordinary working hours of the undertaking Discontinuous work, or work involving mere attendance or supervision —	— — —	— — 10 hours a day, 60 hours a week for a specified period, extension possible by agreement	— — —
JAPAN A 20 3 23 (women and young persons)	Seasonal Industries	Special pressure of work	1 hour a day on 120 days a year at the most	—	—
LITHUANIA A 30 11 19, as amended, 1925 and 1931	Preparatory or complementary work Intermittent work	Accessory work on which the regular working of the undertaking depends Persons responsible for watching and fire protection, for minding boilers, motors and pumps, and for attending to the lighting, heating and water supply of the factory and workshop buildings	— —	— —	— —

¹ The amount of overtime is determined for each industry by the corresponding public administrative regulations

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued)

(a) Permanent Exceptions (continued)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
LUXEMBURG O 30 3 32	Preparatory or complementary work Intermittent work	Work which must necessarily be carried on outside the normal working hours of the undertaking	To be determined by Ministerial Order Do	— —	— —
NETHERLANDS D 17 9 30	Preparatory or complementary work Intermittent work	To prepare workrooms, material, tools, power plant, appliances, furnaces, boilers or transmission apparatus for the general work of the undertaking before it begins, or to attend to, repair or install them before the general work of the undertaking begins, or after it ends, or during breaks Work consisting wholly or mainly of supervision	— —	12 hours a day, 72 hours a week 12 hours a day, 72 hours a week	— —
NEW ZEALAND A 6 2 22	Seasonal industries	Fruit canning and jam factories	3 hours a day (women and young persons)	—	25 %
NORWAY A 11 7 19	Preparatory or complementary work	Work which must be performed before and after normal working hours to ensure the satisfactory working of the undertaking	10 hours a week (15 for individual workers), 30 hours in 4 consecutive weeks	—	—
POLAND N 25 10 33	Preparatory or complementary work Intermittent work	Work preceding or following productive work. The work of watchmen in industrial undertakings and of persons employed in watching over raw materials and fittings in such establishments	To be determined for each category by regulations issued by the competent authority Do	— —	— —

Seasonal Industries	For rural industries when necessitated by their connection with agricultural occupations	To be fixed by Order of the Minister of Labour	25 %	
RUMANIA A 9 4 28 D 30 1 20 A 40 10 32 D 19 12 32	Preparatory or complementary work	Work which can only be performed before or after ordinary working hours heating of boilers, cleaning of workrooms, preparation of machinery for beginning operations in the factory at the hour for starting work, and other similar work	—	—
	Intermittent work	Railway station or married porters, messengers, raftsmen, watchmen, coachmen and similar occupations	—	—
SPAIN D 1 7 31	Preparatory or complementary work	Work on which the beginning or stoppage of other work depends	Time strictly necessary	—
SWEDEN A 16 5 30	Preparatory or complementary work	Work which must be performed before or after the general working hours in 'order' not to interfere with the carrying on of the undertaking	7 hours a week	—
SWITZERLAND O 3 10 19	Preparatory or complementary work	Accessory work the working and upkeep of all plant which supplies the factory with ventilation, water, light, heat, steam or power, cleaning and maintenance operations in the workrooms, porters, watchmen, caretakers, and messengers	Time strictly necessary (Average nightly rest period of 11 consecutive hours)	—
	Intermittent work	Watchmen	Average nightly rest period of 11 consecutive hours	—
A 27 6 19 Basle-Town A 8 4 20 Glarus A 6 5 23	Seasonal Industries ¹ Intermittent work Preparatory or complementary work	Accessory work which must precede or follow the general work of the establishment	60 hours a week	—

¹ The law provides for an extension of working hours by two a day on 80 days a year This maximum may be exceeded in exceptional cases, if necessary, particularly in seasonal industries

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued.)

(a) *Permanent Exceptions (concluded)*

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
U S S R O 9 11 22	Seasonal industries	Work in branches of economic activity which are of a seasonal character	Authorisation by the People's Commissariat of Labour to exceed the limit of 120 hours a year	—	50 % for the first two hours, 100 % for subsequent hours and on rest days and public holidays
YUGOSLAVIA A 28 2 22	Preparatory or complementary work	Operations that must be carried out in every undertaking in order that work may begin and end at the fixed hours (cleaning of workshops, cleaning and maintenance of machinery)	2 hours a day	—	50 %
	Seasonal industries	For undertakings in which work is confined to particular seasons of the year, and which are exposed to the influence of the weather	Hours of work may be fixed at will, subject to the restrictions laid down by the competent Minister	—	—

(b) *Temporary Exceptions*

ARGENTINA A 12 9 29 D 11 3 30	Accidents, actual or threatened, urgent repairs to machinery or plant	Urgent work to be done to the machinery, tools or plant	Only in so far as may be necessary to avoid serious interference with the ordinary working of the undertaking and provided that the work in question cannot be carried out during the normal working day	—	—
	In cases of force majeure	—	—	—	—

In cases of exceptional pressure of work For reasons connected with the public or national interest	War or other emergency endangering public safety	—	—	50 %, 100 % on Sundays and public holidays
AUSTRALIA South Australia Industrial Code of 1920 is amended (Women and young persons) Tasmania A 13 1 11 Victoria A 12 2 20 (Women and young persons) Western Australia A 31 12 20	In cases of exceptional pressure of work In cases of exceptional pressure of work In cases of exceptional pressure of work In cases of exceptional pressure of work	— — — —	100 hours a year 200 hours a year (women and young persons) 8 weeks 2 hours a day on 52 days a year (women and young persons)	25 % 25 % 50 % 50 %
Accidents, actual or threatened, urgent repairs to machinery or plant In cases of exceptional pressure of work To avoid serious interference with the working of the undertaking	Unforeseen interruptions which do not recur periodically — For certain classes of undertakings, account being taken of their special nature, and in particular for rural industries	— 30 days a year —	25 % 10 hours a day —	25 % 25 % —
Accidents, actual or threatened, urgent repairs to machinery or plant To prevent deterioration of perishable raw materials Technical reasons In cases of <i>force majeure</i> In cases of exceptional pressure of work	To cope with an accident, actual or threatened, urgent repair of machinery or plant Industries or branches of industry in which the materials used are liable to very rapid deterioration When the time needed to carry out the work cannot be definitely fixed owing to its nature In cases of <i>force majeure</i> or unforeseen necessity, to prevent serious interference with the normal working of the undertaking In cases of pressure of work due to unforeseen circumstances	— To be fixed in each case To be fixed in each case — 2 hours a day during 3 months a year, by agreement	25 % for the first 2 hours, 50 % for subsequent hours Do Do Do Do	25 % for the first 2 hours, 50 % for subsequent hours Do Do Do Do
BELGIUM A 14 6 21				

(2) EXEMPTIONS FOR SPECIFIED REASONS (*continued*)
(b) *Temporary Exceptions* (*continued*)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
BRAZIL, D, 1.6.30	Accidents, actual or threatened; urgent repairs to machinery or plant to prevent deterioration of perishable raw materials; technical reasons	In the event of a compulsory interruption of work due to accidental causes. Work necessary to prevent the deterioration of raw materials or articles in course of manufacture. Work necessary to avoid endangering the technical results of work already begun.	2 hours a day during the time strictly necessary.	—	—
	In cases of force majeure,	In the event of a compulsory interruption of work due to force majeure	2 hours a day during the time strictly necessary.	10 hours a day, 12 hours a day,	To be fixed by agreement, Do
BULGARIA G, 1.8.10,	Accidents, actual or threatened; urgent repairs to machinery or plant,	In exceptional circumstances; fire, explosion, breaking of machinery.	8 hours a day	—	—
CANADA: Alberta A, 8.3.20, British Columbia A, 20.3.24,	Accidents, actual or threatened; urgent repairs to machinery or plant.	For accident or other necessity.	—	—	—
	Accidents, actual or threatened; urgent repairs to machinery or plant.	—	Time strictly necessary.	—	—
	In cases of force majeure in cases of exceptional pressure of work.	—	Do, To be fixed by the Board of Industrial Relations.	—	—
CHILE D, 12.5.21,	Accidents, actual or threatened; urgent repairs to machinery or plant.	—	Time strictly necessary.	—	25 %
	In cases of force majeure,	—	Time strictly necessary	—	25 %
	In cases of exceptional pressure of work.	—	To be fixed by regulations after consultation of the organisations concerned.	—	25 %

COLOMBIA D 26 4 34	Accidents, actual or threatened, urgent repairs to machinery or plant In cases of <i>force majeure</i> In cases of exceptional pressure of work.	In case of accident or in case of urgent work to be done to machinery or plant of the undertaking In order that undertakings may deal with exceptional cases of pressure of work	Time strictly necessary Do —	— — —	25 % 25 % 25 %
	Accidents, actual or threatened, urgent repairs to machinery or plant For reasons connected with the public or national interest	In the case of natural events or accidents For repair work if life, health, or the public interest is at stake If increased production is necessary in the public interest or for other important reasons	2 hours a day during from 4 to 16 weeks Time strictly necessary 2 hours a day during from 4 to 16 weeks	— — —	Additional remuneration Do Do
	Accidents, actual or threatened, urgent repairs to machinery or plant Technical reasons In cases of <i>force majeure</i>	For necessary alterations or repairs For carrying out specified work For work which must be carried on continuously, in cases of illness	— — —	— — —	— — —
CZECHOSLOVAKIA A 19 12 18	Accidents, actual or threatened, urgent repairs to machinery or plant In cases of <i>force majeure</i>	Work necessary to avoid an impending accident	Time strictly necessary	—	—
	Economic reasons	Work necessary to avoid serious injury to the undertaking, or in general in any fortuitous circumstances which must be dealt with immediately	Time strictly necessary	—	—
	For reasons connected with the public or national interest	In the event of under-production rendering imminent a serious economic crisis In the event of internal disturbance, international war, or natural events endangering national safety	To be determined by the President of the Republic Do	— —	— —
DENMARK A 12 2 19 (Continuous processes)	Accidents, actual or threatened, urgent repairs to machinery or plant Technical reasons In cases of <i>force majeure</i>	Work necessary for the prevention of accidents, repairing and refitting of machinery If an interruption of the work would entail the deterioration of raw materials	— —	— —	50 % 50 %
	Accidents, actual or threatened, urgent repairs to machinery or plant To prevent deterioration of perishable raw materials				
ECUADOR A 6 10 28	Accidents, actual or threatened, urgent repairs to machinery or plant In cases of <i>force majeure</i>	Work necessary for the prevention of accidents, repairing and refitting of machinery If an interruption of the work would entail the deterioration of raw materials	— —	— —	50 % 50 %
	Economic reasons	Work necessary to avoid serious injury to the undertaking, or in general in any fortuitous circumstances which must be dealt with immediately	Time strictly necessary	—	—
	For reasons connected with the public or national interest	In the event of under-production rendering imminent a serious economic crisis In the event of internal disturbance, international war, or natural events endangering national safety	To be determined by the President of the Republic Do	— —	— —
ESTONIA A 10 7 31	Accidents, actual or threatened, urgent repairs to machinery or plant To prevent deterioration of perishable raw materials				

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued)

(b) Temporary Exceptions (continued)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
ESTONIA (cont.)	Technical reasons In cases of <i>force majeure</i>	Testing of repaired or new machines and industrial equipment Work necessary in the raising and lowering of vessels in docks, in the loading and unloading of vessels and railway wagons, and in the repairing of vessels, if overtime is worked in order to prevent interruptions of traffic or exceptional damage	— —	— —	50 % 50 %
FINLAND A 27 11 17 A 14 8 18	Accidents, actual or threatened, urgent repairs to machinery or plant Technical reasons In cases of <i>force majeure</i>	Work in the case of natural events, accidents or other dangers If, owing to the technical conditions of the work, it is impossible to enforce the Act in practice If an interruption of the work may damage property, manufactured products or raw materials	4 weeks To be fixed by resolution of the Senate, valid in each case for 1 year 4 weeks	— —	50 % for the first 2 hours, 100 % for subsequent hours — 50 % for the first 2 hours, 100 % for subsequent hours
FRANCE A 23 4 19	Accidents, actual or threatened, urgent repairs to machinery or plant To prevent deterioration of perishable raw materials Technical reasons In cases of exceptional pressure of work For reasons connected with the public or national interest	Work to prevent impending accidents, for salvage purposes, or to repair injuries to the machinery or plant or building of the undertaking — — Urgent work with which the undertaking has to deal (exceptional influx of work) Work performed in the interest of a public service or in the interests of national safety or defence under an order from the Government certifying the need for the exception	Unlimited extension on any one day at the choice of the employer, on subsequent days not more than 2 hours beyond the limits fixed for the ordinary work of the undertaking See the public administrative regulations for each industry Do 60 to 150 hours a year ¹ —	— — Limits to be fixed by the competent Ministers	— — In accordance with local custom —

GERMANY O 26 7 34	<p>Accidents, actual or threatened, urgent repairs to machinery or plant</p> <p>To prevent deterioration of perishable raw materials</p>	<p>Interruptions of work due to natural causes, accidents, or other inevitable disturbances</p> <p>Temporary work undertaken in emergencies or in exceptional circumstances independent of the control of the parties and which cannot be dealt with in any other way, in particular to preserve raw materials or foodstuffs, or prevent deterioration of the products</p> <p>Work on which on certain days only a small number of workers over 16 years of age are employed and which, if not carried out, would compromise the success of the operations, and for which the employer cannot be required to make other arrangements</p> <p>Work of loading and unloading ships in ports, loading, unloading and shunting railway trucks, if overtime is worked in order to prevent congestion of traffic or the non-observance of the time-limit laid down</p> <p>For general economic reasons unless working hours are for these reasons specially prescribed by collective rules</p> <p>Urgent reasons of public interest</p>	<p>—</p> <p>—</p> <p>—</p> <p>2 hours a day</p> <p>—</p> <p>—</p>	<p>10 hours a day (except in urgent cases)</p> <p>—</p> <p>—</p> <p>10 hours a day</p> <p>More than 10 hours a day for a specified period</p>	<p>25 %</p> <p>25 %</p> <p>25 %</p> <p>25 %</p> <p>25 %</p>
GREECE D 27 6 32	<p>Accidents, actual or threatened, urgent repairs to machinery or plant</p> <p>In cases of <i>force majeure</i></p>	<p>Urgent work which must be carried out in order to prevent impending accidents, for salvage purposes, or to repair accidental injuries to the plant, equipment or buildings of the undertaking</p> <p align="center">Do</p>	<p>Unlimited extension on the first day, on the following days subject to a permit, provided the extension shall not be more than 2 hours in excess of the ordinary hours of work and shall not continue for longer than is necessary to avoid serious interference with the normal working of the undertaking</p>	<p>—</p> <p>—</p>	<p>—</p> <p>—</p>

1 Authorisation to make use of such overtime has been provisionally suspended in the great majority of industries

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued.)
(b) Temporary Exceptions (continued)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
GREECE (cont.)	In cases of exceptional pressure of work	In cases of proved exceptional accumulation of work.	2 hours a day except Saturdays, on 60 days in the year. More than 2 hours a day on eves of holidays, provided that the total hours of work in excess of the 8-hour day do not exceed 420 hours in the year.	—	—
GUATEMALA D. 30 4 26.	Accidents, actual or threatened; urgent repairs to machinery or plant. In cases of exceptional pressure of work for reasons connected with the public or national interest.	Necessaries of a national character	to be fixed by regulations.	—	—
			Do.	—	—
			Do.	—	—
INDIA A. 26.8.34.	Accidents, actual or threatened; urgent repairs to machinery or plant. Technical reasons In cases of exceptional pressure of work.	Urgent repairs	The exceptions to be fixed by rules issued by the local Government.	—	For all work in excess of 10 hours a day, or 60 hours a week, 50 %. In factories, other than agricultural factories, overtime is paid for at 25 % above ordinary rates.
			Do.	—	
			2 months.	—	
ITALY A. 15.3.23	Accidents, actual or threatened; urgent repairs to machinery and plant.	Repair of equipment which cannot be done during the normal working hours without interfering with the working of the undertaking or causing danger to the workers.	—	—	—

<p>Technical reasons</p> <p>In cases of <i>force majeure</i></p> <p>For reasons connected with the public or national interest</p>	<p>—</p> <p>If the stopping of the work at the normal hour would entail risk or damage to human beings or production</p> <p>In certain industries for reasons of public interest</p>	<p>—</p> <p>Limits to be fixed by the Minister of National Economy</p>	<p>10 hours a day, 60 hours a week during a specified period, prolongation possible by agreement</p>	<p>—</p>
<p>JAPAN (No special provisions)</p> <p>Accidents, actual or threatened, urgent repairs to machinery or plant</p> <p>To prevent deterioration of perishable raw materials</p> <p>In cases of <i>force majeure</i></p>	<p>In the event of actual or impending disaster</p> <p>To prevent the loss of raw materials or substances liable to decompose or deteriorate rapidly</p> <p>In emergencies resulting from a natural calamity</p>	<p>Exception allowed only in respect of specified processes and districts</p> <p>Without authorisation 4 consecutive days or 7 days in one month</p> <p>Exception allowed only in respect of specified processes and districts</p>	<p>—</p>	<p>—</p>
<p>LATVIA</p> <p>Accidents, actual or threatened, urgent repairs to machinery or plant</p> <p>In cases of exceptional pressure of work</p> <p>For reasons connected with the public or national interest</p>	<p>Indispensable repairs which must be carried out</p> <p>To complete urgent work by the time fixed</p> <p>In cases of urgent need in the public interest</p>	<p>—</p>	<p>—</p>	<p>50 % for the first 2 hours, 100 % for subsequent hours; 75 % on Sundays and public holidays</p> <p>Do</p> <p>Do</p>
<p>LITHUANIA</p> <p>Accidents, actual or threatened, urgent repairs to machinery or plant</p> <p>To prevent deterioration of perishable raw materials</p> <p>Technical reasons</p>	<p>To cope with calamities of all kinds, the repair of unforeseen damage which has led to complete or partial stoppage of work</p> <p>If interruption of the work may lead to deterioration of raw materials or products</p> <p>If interruption of the work may lead to deterioration of the material</p>	<p>—</p>	<p>—</p>	<p>—</p>

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued)

(b) Temporary Exceptions (continued)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
LITHUANIA (cont.)	In cases of <i>force majeure</i> To avoid serious interference with the working of the undertaking For reasons connected with the public or national interest	If work in any department of an undertaking is interrupted or completely stopped owing to unforeseen circumstances, and thus hinders work in the other departments If required by the circumstances of the undertaking, the conditions of work, and the nature of the productive processes in general, overtime may be worked without special authorisation Undertakings working for the national defence	—	—	—
LUXEMBURG O 10 3 32	Accidents, actual or threatened, urgent repairs to machinery or plant In cases of <i>force majeure</i> In cases of exceptional pressure of work	— — —	Time strictly necessary Do —	— — —	— — 25 %
MEXICO A 18 8 34	Accidents, actual or threatened, urgent repairs to machinery or plant	In the event of a catastrophe or of imminent danger imperilling the lives of workers or employers, or the very existence of the undertaking	—	—	—
NETHERLANDS D 17 9 30	In cases of exceptional pressure of work	—	—	11 hours a day, 62 hours a week	—

NORWAY A. 11 7 19	Accidents, actual or threatened, urgent repairs to machinery or plant To prevent deterioration of perishable raw materials In cases of <i>force majeure</i> In cases of exceptional pressure of work For reasons connected with the public or national interest Accidents, actual or threatened, urgent repairs to machinery or plant	When unforeseen events interfere or threaten to interfere with the regular working of the undertaking To prevent injury to raw materials or manufactured products When the unforeseen absence of certain workers interferes or threatens to interfere with the regular working of the undertaking If required in the general interest In the event of actual or imminent disasters or accidents necessitating the prolongation of hours in order to maintain the safety of the workers, to ensure the undertaking against damage and to keep up its normal working hours as well as to prevent loss of materials or destruction of machinery In cases of economic necessity In cases of national necessity In the event of serious accidents, to avoid grievous damage In exceptional circumstances if required in the public interest Urgent work which is absolutely necessary to prevent an accident, or if an accident has occurred, to repair the damage caused and put the undertaking in a normal state of operation, urgent repairs to machinery	10 hours a week (15 for individual workers) 30 hours in 4 weeks Do Do Do Do — For specified periods, maximum one year Do — — To apply only to staff strictly necessary	— — — — — 12 hours a day — — — 25 % for the first 2 hours, 50 % for subsequent hours, and for overtime at night and on Sundays and public holidays — 25 % for the first 2 hours, 50 % for subsequent hours, and for overtime at night and on Sundays and public holidays 50 % 50 % —
POLAND N 25 10 33				
PORTUGAL L-D 24 8 34	Accidents, actual or threatened, urgent repairs to machinery or plant For reasons connected with the public or national interest			
RUMANIA A 9 4 28 D 30 1 20 A 10 10 32	Accidents, actual or threatened, urgent repairs to machinery or plant			

1 Cf p 32, Poland In cases of proved urgent necessity

(2) EXCEPTIONS FOR SPECIFIED REASONS (concluded)
(b) Temporary Exceptions (concluded)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
ROMANIA (cont.)	In cases of <i>force majeure</i>	To avoid serious interference with the normal operation of the undertaking	—	—	—
SPAIN D 17 71	In cases of exceptional pressure of work	Work necessary to avert serious and imminent danger, or to remedy an accident which has occurred.	3 months in the year	9 hours a day	25 %
	Accidents, actual or threatened, urgent repairs to machinery or plant	Lack of suitable labour In cases where experience has proved that it is impossible in practice to apply the 8-hour day	—	10 hours a day (women)	25 %, time worked in excess of 10 hours, 40 %, and for overtime at night and on Sundays 50 % Do
SWEDEN A 10 5 30	In cases of <i>force majeure</i>	If any natural event or accident or other circumstance which could not be foreseen causes an interruption in the work of any undertaking or involves imminent danger of such interruption or of injury to life, health or property Work necessary to avoid serious disorganisation For works of exceptional public importance	50 hours a month, 240 hours a year To be determined by the official joint bodies	—	—
	To avoid serious interference with the working of the undertaking		In so far as the circumstances require	—	—
SWITZERLAND O 3 10 19	Accidents, actual or threatened, urgent repairs to machinery or plant	Repairs of all kinds needed to prevent interference with the working of the factory, urgent structural repairs Certain operations in specified industries When urgent reasons justify prolongation, in particular if the industry runs the risk of being unable to stand competition owing to the hours of work in other countries	Authorisation by Labour Council	—	—
	For reasons connected with the public or national interest		Do	—	—
	Technical reasons Economic reasons		Average minimum nightly rest of 11 consecutive hours — —	52 hours a week Authorisation by the Federal Council	— — —

<p>Basle-Town A 8 4 20</p>	<p>In cases of exceptional pressure of work</p> <p>Technical reasons</p>	<p>If technical reasons render it necessary.</p>	<p>2 hours a day on 80 days a year Extension subject to agreement to be determined by the State Council</p>	<p>Some compensation in the way of lightening the work in some other manner, or equivalent remuneration, determined by the State Council after agreement with the parties concerned</p>	<p>20 %</p>
<p>U.S.S.R. O 9 11 22</p>	<p>For reasons connected with the public or national interest</p> <p>Accidents actual or threatened, urgent repairs to machinery or plant</p> <p>Technical reasons</p> <p>For reasons connected with the public or national interest</p>	<p>If considerations of public welfare render it necessary</p> <p>Temporary repairs and adjustment of machinery and apparatus if the defect entails the interruption of the work of a large number of workers</p> <p>To complete work already begun and which it has proved impossible for technical reasons to finish during the normal hours of work. If the suspension of the work which has been begun would entail any damage to raw materials or machinery</p> <p>For the prevention of crises and dangers threatening the public welfare, performance of absolutely necessary work in the public interest in connection with the water supply, lighting, drainage, communications and the postal, telegraph and telephono services, to remedy any incidental or unforeseen derangements of their working, for the performance of work absolutely necessary for the protection of the Republic</p>	<p>Do</p> <p>Included in the total of 120 hours in the year. 4 hours within 2 consecutive days</p> <p>Do</p> <p>Do</p>	<p>50 % for the first 2 hours, 100 % for subsequent hours and on rest days and public holidays</p> <p>Do</p> <p>Do</p>	<p>—</p> <p>—</p> <p>—</p> <p>—</p>
<p>YUGOSLAVIA A 28 2 22</p>	<p>To prevent deterioration of perishable raw materials</p> <p>In cases of <i>force majeure</i></p> <p>In cases of exceptional pressure of work</p>	<p>In cases of absolute necessity to prevent the loss of raw materials</p> <p>In cases of <i>force majeure</i> or emergencies for the purpose of remedying any disturbance in the normal working of the undertaking</p> <p>If pressure of work in an industry makes prolongation absolutely necessary</p>	<p>2 hours a day on 35 days a year</p> <p>—</p> <p>2 hours a day for 4 weeks (renewable 3 times a year for 4 weeks each time)</p>	<p>50 %</p> <p>—</p> <p>50 %</p>	<p>—</p> <p>—</p> <p>—</p> <p>—</p>